

BIBLICA

Statement on Christian Community

Biblica, Inc. (“Biblica”) is not only a nonprofit corporation and tax-exempt religious organization but also a Christian community. This Christian community consists of many servants, including the organization’s board of directors, corporate officers, employees, and volunteers (mission representatives). This Christian community exercises its religious beliefs through the activities of the organization and also through the association and unity of the community itself. The Biblica Christian community itself is a form of worship to God.

The Biblica Christian community is organized around the following beliefs and commitments:

1. Christian Servants. Biblica believes that each servant in its Christian community should be called by God to associate with the community and further the Christian mission of the organization. Such Christian servants affirm the following:

(a) Beliefs. I subscribe to Biblica’s Statement of Faith in its entirety.

(b) Service. I believe that I am called by God to associate with Biblica’s Christian community, to participate in its life of devotion, worship, and prayer, to personify and communicate its religious beliefs, and to serve and further its Christian mission.

(c) Conduct. I agree at all times to conduct myself in accordance with Biblica’s biblical standards of conduct and other policies and expectations adopted by the organization.

2. Christian Activities. Biblica engages only in activities that further and do not conflict with its Christian beliefs and mission. Biblica believes that its Christian mission may be directly furthered by educational, charitable, humanitarian, and other activities that bring wholeness to a broken world.

3. Identified Beliefs. Biblica holds the following orthodox, biblical beliefs undergirding our community:

(a) Gender Identity. Biblica believes that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders reflect God’s image and nature (Genesis 1:26-27; Mark 10:6).

(b) Sexual Intimacy. Biblica believes that God intends sexual intimacy to occur only between a man and a woman united in marriage (Genesis 2:24-25; 1 Corinthians 7:2; Hebrews 13:4). Biblica believes that any other form of sexual intimacy is contrary to and outside of God’s design (1 Corinthians 6:9-10; 1 Thessalonians 4:3-5).

(c) Abortion. Biblica believes that all individuals are created by God in His image commencing at conception/fertilization. Biblica accordingly believes as a matter of Christian conviction that no procedures should be performed to terminate a pregnancy and take the life of an unborn child, except in extraordinary circumstances where other

biblical, moral principles prevail, such as where medically necessary to preserve the life of the mother. Biblica’s beliefs also prohibit paying for or otherwise facilitating such procedures (Psalm 139:13-16).

(d) Prejudice: We commit to promoting an internal culture that undergirds “love your neighbor as yourself” policies and activities. Biblica believes that all people are loved by God, are created in His image, and have equal dignity and value. As such, Biblica denounces prejudice, which values and privileges some groups of people above others and/or denies the personhood of some people based on their skin color, descent, nationality, gender, economic status or ethnicity. Jesus calls us to be peacemakers and ambassadors of reconciliation, and to break down the walls that divide, including racism. Therefore, we join with and encourage all Gospel partners to combat racism and its related attitudes and injustices (Galatians 3:28).

4. **Integrity of Christian Community.** Exercising due process in compliance with national law for all global staff, Biblica may dismiss from its Christian community anyone whose behavior or performance makes it untenable for them to associate with the community, to participate in its life of devotion, worship, and prayer, to personify and communicate its religious beliefs, and to serve and further its Christian mission. Any determination by Biblica about whether to dismiss a person from its Christian community or whether to take other actions to maintain the integrity of its Christian community requires spiritual discernment and is itself an expression of the organization’s religious beliefs.

To the extent the Chief Executive Officer determines necessary or advisable to abide by Biblica’s Christian beliefs or to express and preserve the Christian community and mission of Biblica, the Chief Executive Officer may establish additional standards based on Biblica's Christian beliefs for the activities of Biblica or for Biblica representatives.

Annually, all of Biblica’s directors, officers, employees and volunteers (Biblica representatives) will affirm their commitment to and compliance with this policy.

ATTESTATION: I affirm and will uphold in all respects Biblica’s Statement on Christian Community.

Signature

Date

Name